

# Horace Wisozk

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## PROFILE

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HR Manager with a track record building high-impact solutions and improving guest satisfaction.

## TECHNICAL SKILLS

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### Talent

Onboarding • Recruitment

### Operations

Payroll Coordination

### People Practices

L&D • Performance Management • Employee Relations

### Compliance

Workplace Investigations • GDPR • Employment Law • Diversity & Inclusion

## EXPERIENCE

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### HR Business Partner — Walsh - Metz (Jan 2021 - Sep 2021)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 46 roles across EMEA/US, reducing time-to-hire by 27%.
- Implemented a performance review program which improved engagement scores by 15 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 25%.

### People Operations Manager — Muller, Ritchie and Flatley (Aug 2015 - Aug 2015)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 183 roles across EMEA/US, reducing time-to-hire by 33%.

### People Operations Manager — Heathcote - Hartmann (Oct 2021 - Sep 2024)

- Rolled out benefits and L&D programs that increased retention in key teams by 23%.
- Implemented a performance review program which improved engagement scores by 15 points.
- Managed complex employee relations issues and maintained compliance with local employment law.

### People Operations Manager — Heidenreich - Paucek (Mar 2015 - Sep 2022)

- Rolled out benefits and L&D programs that increased retention in key teams by 9%.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Implemented a performance review program which improved engagement scores by 11 points.
- Led recruitment for 90 roles across EMEA/US, reducing time-to-hire by 26%.

## EDUCATION

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B.A. Business Administration, Jaskolski, Parker and Bayer University (2024)

## CERTIFICATIONS

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- CIPD Level 5/7

## PROJECTS

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**titulus catena tepidus** - Future-proofed methodical approach <https://likable-dividend.info>

**amo tumultus** - Realigned intangible data-warehouse

**veritatis tego** - Organized attitude-oriented encryption

## REFERENCES

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Evelyn Schmidt — Manager — Milton.Paucek63@gmail.com